



مثبت دیکھا جائے، مثبت بولا جائے اور مثبت لوگوں میں بیٹھا جائے نتیجے کے طور پر سلامتی آجائے گی، معاشرہ بن جائے گا جہاں سب سلامت ہوں اسلام یہی ہے۔  
معاشرہ یعنی محبوب سے ہی شرع اور اسی سے معاشرہ (قول: بزرگانِ دین)

One should look positively, speak positively, and sit among positive people. As a result, peace and well-being will emerge, and a society will be formed where everyone is safe and secure. This is what Islam teaches. Society itself comes from love and from this love arise both the Shariah and society. (Quote by Buzurgan-e-Deen)

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Rooted **In**  
**Impact**  
Evolving **With** purpose

At the Helm:

## The Leadership Reflections

As we look back on the year, I do so with both pride and perspective. Guided by our annual theme, "**Rooted in Impact Evolving with Purpose**," 2025 marked a year of consolidation and growth for ECI where past learning shaped stronger systems, wider thematic work, and deeper partnerships. This year reaffirmed our belief that sustainable change requires long-term commitment, institutional learning, and people-centred solutions.

ECI reached **27,458 individuals across more than 50 districts** through **26 projects and initiatives**. Of these, **16,344 were women and girls**, and **11,114 were men and boys**, highlighting our continued focus on gender-responsive programming. Our work engaged youth, farmers, women entrepreneurs, factory workers, teachers, parents, persons with disabilities, and institutional actors across multiple sectors.

Strategic partnerships with **GIZ, FAO, SMEDA, CARE International, WWF, Nutrition International, LAS, IRP, RDF, White Rice**, and others played a crucial role in advancing our mission. These collaborations enabled us to work seamlessly across the full programme cycle from assessments and curriculum development to training, mentoring, and evidence generation.



A key shift, this year was the expansion of ECI's climate-focused portfolio. **Climate-resilient livelihoods, Climate Smart Agriculture (CSA), Farmer Field Schools (FFS)**, and ecosystem-based adaptation remained central areas of engagement across KP, Sindh, and Balochistan. These initiatives strengthened extension systems and laid the foundation for large-scale farmer outreach through trained intermediaries.

Curriculum development continued to be a core strength. We designed and contextualized toolkits, manuals, and training curricula on enterprise development, agribusiness, migration, digital and financial literacy, education, social protection, and rights-based programming ensuring scalability and long-term usability across projects.

Alongside programme delivery, ECI invested in **organizational strengthening** and **people development**. The launch of the Associate Re-Certification and Inclusion Programme improved facilitation quality and digital readiness across our associate network. Internally, the **3H Growth Initiative (Habit, Health, Home)** supported staff well-being, balance, and resilience reflecting our belief that strong organizations grow from strong teams.

ECI also expanded its media and public outreach. Through nationwide campaigns, film screenings, and radio-based podcast series, we amplified messages on climate resilience, water conservation, wellbeing, livelihoods, and inclusion ,reaching tens of thousands

beyond our direct programme participants.

As we look ahead, ECI remains committed to strengthening its contributions in economic development, climate adaptation, institutional strengthening, rights and inclusion, and strategic communication. Our focus will stay on deepening impact, enhancing quality, and evolving our approaches to meet emerging challenges.

I extend my sincere appreciation to our partners, associates, and team members whose dedication continues to drive ECI's mission forward. Together, we enter the coming year grounded in purpose and committed to delivering meaningful, lasting impact.

Warm Regards,



Saleem Jahangir  
Managing Director

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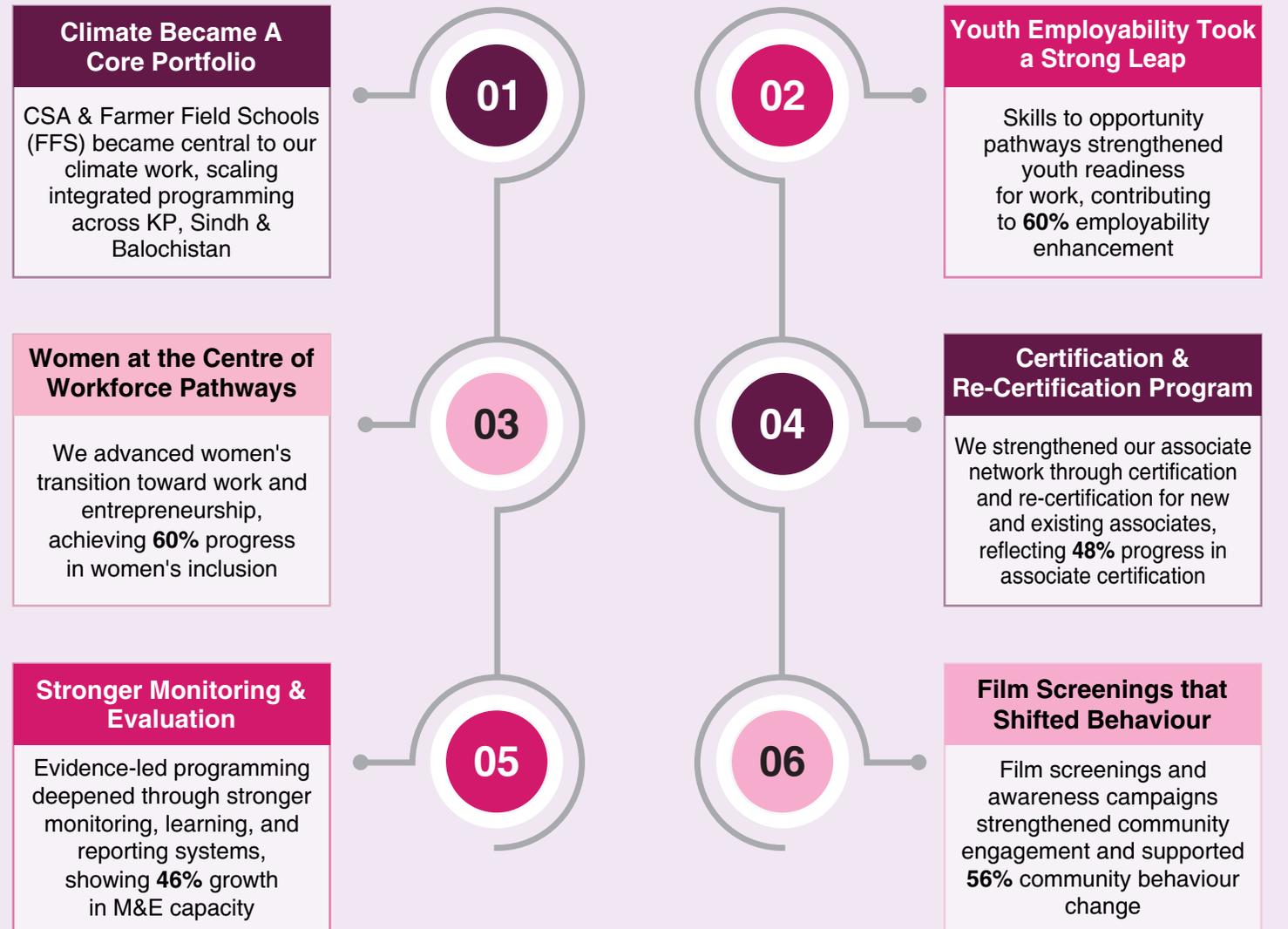
# 01 The Year in Blossoms

Impact That Speaks



# 02 Signature Wins

The Impact We're Proud of



## 03 Our Work in Action

Turning Plans into Progress

In 2025, ECI's work spanned key development priorities including livelihoods and workforce development, climate resilience and Climate Smart Agriculture, digital and financial inclusion, rights and social protection, education, institutional strengthening, monitoring and evaluation, large-scale awareness and behaviour change. Operating across KP, Sindh, Balochistan, Punjab, Gilgit-Baltistan, ICT, and AJK, ECI engaged youth, women entrepreneurs, farmers, factory workers, teachers, parents, persons with disabilities, and institutional stakeholders, ensuring locally grounded solutions that responded to diverse socio-economic and climate realities.

Throughout the year, ECI worked in close collaboration with national and international partners including GIZ, FAO, WWF-Pakistan, CARE International, SMEDA, Nutrition International, IRC, IRP, RDF, KPEC, White Rice, BRSP, LAS, and the Tobacco Control Cell, alongside private-sector partners and industry actors. These partnerships enabled ECI to deliver end-to-end solutions, ranging from training needs assessments, baseline surveys, and market appraisals to curriculum and toolkit development, Training of Trainers, enterprise and agripreneurship mentoring, SME handholding, and institutional capacity building. A strong emphasis was placed on gender-responsive TVET-industry linkages, migration advisory systems, farmer-centred learning through Farmer Field Schools, and scalable digital and wellbeing programmes for youth and factory workers.

Across all engagements, ECI prioritized evidence-led decision-making, systems strengthening, and sustainability. Climate resilience emerged as a core portfolio, with CSA, ecosystem-based adaptation, and climate-resilient livelihoods embedded across agriculture and enterprise programming. At the same time, rights-based and inclusion-focused initiatives strengthened community capacities around child protection, gender equality, disability inclusion, minority rights, and conflict sensitivity. Complementing field delivery, ECI expanded its public outreach through film screenings, IEC materials, podcasts, and media collaborations, extending impact beyond direct beneficiaries.



## Stories that Affirm: Testimonials & Client Reflections



Under the STRIVE Women Project, ECI delivered trainings on sales techniques, gender mainstreaming, and financial literacy across multiple districts. Overall, ECI demonstrated strong technical expertise and effective delivery, contributing meaningfully to women's economic empowerment.

**Muhammad Azeem Faisal | Senior Project Manager | CARE International Pakistan**



ECI successfully implemented the "Digital Skills Training for the Youth of Khyber Pakhtunkhwa" project. The project was executed effectively, and the overall performance was assessed as very good.

**Kanwal A. Kazmi | Head of Procurement Unit | UNDP Pakistan**



ECI is sincerely appreciated for its outstanding role as a Training Partner under KPITB's Youth Employment Program, delivering high-quality digital skills training to 1,000 youth across KP. Through professionalism, technical excellence, and innovation, ECI successfully translated training into real opportunities for employment and entrepreneurship.

**Shoab Yousafzai | Project Director | KPITB**



We appreciate ECI for the effective implementation of the youth capacity-building initiative under our orphan sponsorship program in RWP and Muzaffarabad. The team conducted a comprehensive TNA and delivered customized modules on leadership, communication, fundraising, and entrepreneurship. ECI demonstrated strong professionalism and high-quality delivery.

**Shahnaz Kausar | Child Care Coordinator | IRP**



We sincerely appreciate ECI for their exceptional work in conducting film screenings in Rawalpindi. Their professionalism, strong on-ground coordination, and ability to mobilize and engage diverse communities ensured impactful and well-organized screenings.

**Usman Zahid | COO/Partner | White Rice**

## Completed Projects



### Training & Mentorship Support for Youth

Islamabad  
Muzaffarabad

# of Trainings  
**02**

40  
Female 24  
Male 16

Mentorship Sessions  
**08**



#### Key Achievements

- Ensured strong women's participation (60% female), supporting inclusive youth skill building (40% male participation).
- Strengthened youth capacity across 100% of the targeted competency set: leadership, communication & public speaking, fundraising/resource mobilization, and entrepreneurship.
- Completed the full learning cycle including TNA, customized modules, PDPs, SAPs and closing ceremonies held in both regions



### Capacity Building of Farmers

Jaffarabad,  
Kacchi

# of Trainings & Mentorship Sessions  
**205**

4329  
Female 380  
Male 3949

Exposure Visits  
**10**



#### Key Achievements

- Achieved large-scale outreach across two highly flood-affected districts through combined training and mentoring support.
- Ensured women's participation despite conservative and high-vulnerability settings, reaching 8.8% women and 91.2% men.
- Individualized mentoring enabled participants to refine and operationalize business ideas, strengthening confidence to restart or expand livelihood activities.
- Improved market understanding through exposure visits, supporting practical learning and better decision-making.



### Training of Trainers on Beautician and Stitching

Islamabad

# of ToTs  
**02**

Participants  
**12** Females

Training Streams  
Beautician Stitching & Tailoring



#### Key Achievements

- Strengthened capacity of female vocational trainers.
- Upgraded market-relevant skills in beauty and tailoring trades.
- Enhanced employability and income pathways for future women trainees through women-led training delivery.
- Contributed to women's economic empowerment under the WISE-II project through fully women-focused capacity building.
- Empowered women to start their earnings in a dignified manner.
- Equipped women with modern techniques available in beauty and tailoring industry.



### E-Commerce Training for Farmer SMEs

Tando Adam

# of Trainings  
**01**

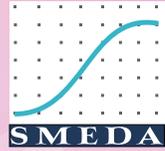
30  
Female 14  
Male 16

Duration  
**08** Days



#### Key Achievements

- Improved digital readiness of farmers and rural SMEs through a structured e-commerce training, with 46.7% women participation and 53.3% men participation.
- Enhanced understanding of online markets and e-commerce platforms, ensuring inclusion of women entrepreneurs with 46.7% representation in the digital business training cohort.
- Strengthened market access opportunities for rural producers by building practical skills in digital tools for enterprise growth, with gender-balanced learning exposure.



### Training, Handholding, and Mentoring Services to SMEs

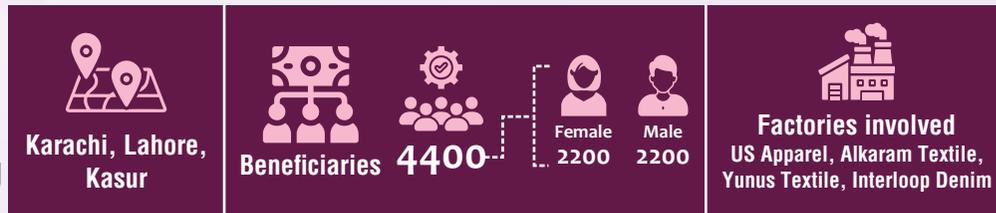


#### Key Achievements

- Delivered end-to-end SME support by moving beyond training to structured mentoring, with 3-month mentorship support ensuring sustained learning.
- Strengthened agribusiness capacity across agriculture and livestock through a complete package of interventions covering 100% of planned deliverables: ToT on Micro Agro-Entrepreneurship, Agripreneurship Skills Training, Enterprise Handholding Support, Structured Mentorship Programme, and Level-2 SME Competitiveness Training.
- Ensured inclusion through outreach of both men and women entrepreneurs, with 18.1% women participation across trainings and handholding activities.
- Built practical enterprise improvement pathways by combining skills training with follow-up support, improving application of learning at business level.



### Digital, Financial & Wellbeing Capacity Building for Factory Workers



#### Key Achievements

- Embedded digital and wellbeing learning across multiple industrial sites, ensuring 50% female participation and 50% male participation in programme reach.
- Strengthened management ownership of worker wellbeing initiatives across participating factories, supporting sustained implementation beyond training.
- Completed 100% endline reporting with evidence-based case studies, strengthening documentation and learning.



### Financial Literacy Training for Women



#### Key Achievements

- Strengthened women's financial capability through practical learning on budgeting, savings, income management, and informed decision-making.
- Enhanced confidence in managing household and small business finances, supporting 100% women-focused financial independence outcomes for participants from underserved communities.
- Increased awareness of safe financial practices, planning, and record-keeping through a structured training rollout.



### Adult Literacy Training for Women



#### Key Achievements

- Enabled women to better access information, communicate effectively, and participate more confidently in daily, social, and economic activities.
- Contributed to increased self-esteem and lifelong learning motivation among adult women learners.
- Imparted basic knowledge among women trainees so to enable them play their role as a responsible member of a family.
- Equipped them with necessary knowledge and skills.



### Training on Improved Sales Techniques and Gender Mainstreaming



Islamabad, Multan, Lahore, Rawalpindi, Attock, Khanewal, Chakwal, Lodhran, Taxila, Gujar Khan, Vehari, Muzaffargarh, Gujranwala, Hafizabad, Sialkot, Narowal, Gujrat, Jhelum, Wazirabad, Matiari, Mandi Bahauddin, Hyderabad, Jamshoro



# of Trainings  
278



8037



Female  
6348



Male  
1689

#### Training Package on:

- Improved sales techniques
- Gender mainstreaming in enterprise
- Financial literacy and inclusion

#### Key Achievements

- Comprehensive gender-responsive training package developed under Strive Women
- 250+ women entrepreneurs and trainers directly trained across Pakistan
- Strong cadre of female trainers established through ToTs
- Large-scale banking sensitization achieved, improving institutional readiness to serve W-MSEs o Financial inclusion scaled with thousands of women targeted for literacy and account access
- Integrated ecosystem approach demonstrated, linking enterprises with financial institutions



### Training of Trainers on Child Labour, Domestic Violence & Human Trafficking



Hyderabad



# of Trainings  
01



30



Female  
15



Male  
13



Transgender  
02

#### Key Achievements

- Delivered 01 Training of Trainers (3-day ToT) reaching 30 participants, including 13 men (43.3%), 15 women (50.0%), and 2 transgender participants (6.7%).
- Covered the planned thematic areas: Child Labour, Domestic Violence, Human Trafficking, and Minorities' Rights.
- Built competencies for participants, including legal frameworks & referral mechanisms.



### Training of Trainers on Conflict Sensitivity, Pre-Emption, Resolution, Mediation & Minority Rights



Hyderabad



# of Trainings  
01



30



Female  
15



Male  
15

#### Key Achievements

- Delivered 01 Training of Trainers (3-day ToT) reaching 30 participants, including 15 men (50%) and 15 women (50%).
- **Covered thematic areas:** Conflict Sensitivity, Early Warning & Prevention, Mediation & Negotiation, Peacebuilding, and Minority Rights & Inclusion.
- Built competencies, including conflict analysis tools, safe and inclusive dialogue approaches, mediation and communication techniques, and problem-solving/negotiation skills.



### Empowering Parents & Guardians of Persons with Disabilities



Islamabad, Rawalpindi



# of Trainings  
02



60



Female  
39

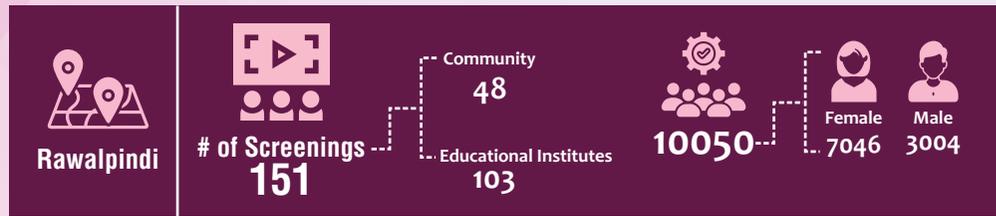


Male  
21

#### Key Achievements

- Enhanced awareness and understanding among parents and guardians on disability inclusion o Improved confidence of caregivers to support PWDs at household and community levels.
- Increased participation of women caregivers, reflecting inclusive outreach.
- Culturally appropriate content ensured accessibility for participants with diverse literacy backgrounds.
- Strengthened community-level sensitization.
- Empowered parents and guardians to act effectively.

**5 YEARS**  
WHITE RICE  
**Film Screening Awareness Campaign**



**Key Achievements**

- Delivered a water-saving behaviour change campaign through storytelling and visual media, reaching a predominantly female audience (70.1% women).
- Ensured broad institutional penetration with 68.2% screenings in educational institutes, reinforcing sustained awareness among students and communities.
- Implemented a complete behaviour-change methodology: branding, persuasion, mobilization, audience engagement, narrative building, advocacy, and behavioral influence.

**BRSP**  
بلوچستان رورل سپورٹ پروگرام

**Training to Middle School Teachers**



**Key Achievements**

- Strengthened teachers' capacity in modern teaching methodologies to improve classroom delivery and learning outcomes.
- Improved competency in lesson planning and classroom management, supporting more structured and effective instruction.
- Promoted student-centred and inclusive learning practices, enabling better engagement of diverse learners.
- Built skills in using assessment tools and learning evaluation to track progress and improve teaching strategies.
- Enhanced ability to apply active engagement strategies suited to middle school learners, making classrooms more participatory and interactive.

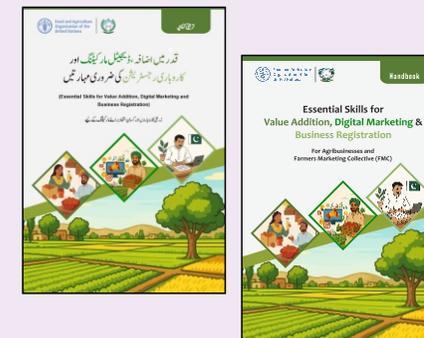
**FAO** Food and Agriculture Organization of the United Nations

**Advanced Farmer Field School (FFS) Curriculum Development**



**FAO** Food and Agriculture Organization of the United Nations

**Development of Material on Essential Skills**



**Across Pakistan**

**Key Achievements**

- Developed an internationally aligned and locally contextualized curriculum for Pakistan's Farmer Field School (FFS) system.
- Designed and developed two farmer handbooks (English & Urdu) including:
  - Effective Management of Farmer Field Schools (FFS) enabling farmers to plan, manage, and sustain FFS activities.
  - Agribusiness & Farmer Marketing Collectives (FMC) equipping groups with practical guidance on markets, collective action, and income enhancement.
- Produced a detailed Training of Facilitators (ToF) Manual in Urdu and English, supporting standardized, high-quality facilitation aligned with FAO's global methodologies.

**Across Pakistan**

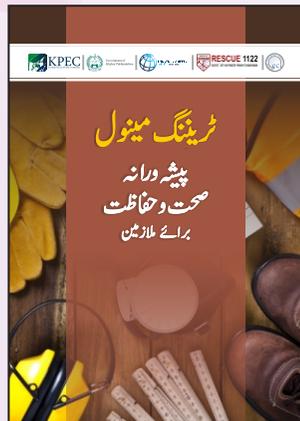
**Key Achievements**

- Developed a comprehensive bilingual handbook (English & Urdu) with complete content development and visual design, tailored for agribusinesses and Farmer Marketing Collectives (FMCs).
- Converted complex business concepts into practical, field-friendly guidance that can be directly used in trainings and extension work.
- Integrated multiple skill areas into one structured learning resource, making it easier for users to apply step-by-step tools and practices.
- Incorporated locally relevant examples, case studies, and visuals to ensure the handbook is context-specific and easily understood by farmers and agribusiness practitioners.

**Public Health Awareness Material**



**Translation of OHS Manual**



**Across Pakistan**

**Key Achievements**

- Strengthened public health awareness and advocacy by supporting tobacco control messaging and promoting behaviour change and informed decision-making at community level across Pakistan.
- Designed and developed a complete IEC (Information, Education & Communication) package, covering conceptualization, content development, and visual design to ensure clarity and usability for mass audiences.
- Produced a range of public-facing materials to support outreach and display, including, public awareness brochures, informative pamphlets, easy-to-read leaflets and visual aids for public displays and outreach events.



**Across Khyber Pakhtunkhwa**

**Key Achievements**

- Successfully translated the complete Occupational Health & Safety (OHS) Manual for Employees into clear and easy-to-understand Urdu language.
- Maintained the technical accuracy of OHS terminology, safety procedures, and emergency response instructions while adapting the language for practical workplace understanding.
- Ensured consistency across all sections, including workplace hazards, machinery safety, emergency procedures, first aid, firefighting, and BLS, without loss of meaning during translation.
- Improved employee comprehension of safety protocols by converting complex safety concepts into simple, actionable instructions suitable for daily operations.



**Baseline Survey under Better Cotton Initiative**



**Shaheed Benazirabad**



**Baseline Conducted**

**12 FGDs | 08 KIIs | 354 HHIs**

**Key Achievements**

- Established a comprehensive baseline dataset across 15 Union Councils.
- Generated strong field evidence through household-level data collection, with HHIs forming 94.1% of all baseline touchpoints.
- Captured gender-differentiated evidence to support inclusive programme planning, alongside strong farmer representation including women.
- Produced a clear mapping of practices and gaps linked to Better Cotton principles, creating a robust foundation for evidence-based interventions and monitoring.
- Provided clear understanding regarding the practices of the farmers.

**On-going Projects**



**Islamabad, Lahore, Karachi**



**# of Trainings  
03**

**Upcoming Activities**

Trainings will be conducted separately for each package as follows:

- **Training Package 1:** Cultural Sensitivity & Customised Advisory
- **Training Package 2:** Visa, Documentation & Qualification Recognition
- **Training Package 3:** Integration Support for EU Member States

**Capacity Development on Regular Migration**



**TVET-Private Sector Collaboration through WCCIs**



Abbottabad, Nowshera, Skardu, Gilgit, Quetta, Lasbela, Multan, Faisalabad



**Upcoming Activities**

**Assessment and Mapping**

- 200 businesses | 80 KIIs | 40 FGDs

**Job Fairs**

- A total of 8 Job Fairs will be conducted ( 2 in each province)
- Per Job Fair (Indicative): 25-30 employers
- Participation of female TVET students and graduates
- On-spot interviews, registrations, and referrals

**Industry Exposure & Learning Visits**

- 8 Industry Exposure Visits (2 visits per province)

**Women Mentorship Programme**

- 2 Mentorship Cycles
- **Each cycle:** 2 months

**WWF Climate Smart Agriculture Trainings for AEAs**



DI Khan, Tank, South Waziristan, Dadu, Jamshoro, Jhal Magsi, Dera Bugti



TNA Conducted  
**18 FGDs, 19 KIIs**  
**110 HHIs**

**Curriculum & Material Development**

- CSA Training Module
  - Farmer Field School Material
- Languages (English, Urdu and Sindhi)

**Upcoming Activities**

- Conduct CSA trainings for 120 Agriculture Extension Agents (AEAs) across targeted districts (**KP: 60, Sindh: 30, Balochistan: 30**).
- Support trained AEAs to cascade learning to hundreds of Farmer Field Schools (FFS) and thousands of farmers through structured field delivery.



**Gender-Responsive & Climate-Resilient Livelihood Capacity Building**



DI Khan, Tank, South Waziristan, Dadu, Jamshoro, Jhal Magsi, Dera Bugti



TNA Conducted  
**12 FGDs, 9 KIIs**  
**90 HHIs, 3 RMAs**

**Curriculum & Material Development**

- Livelihood & Training Curriculum
  - IEC & Visual Materials
- Languages (English, Urdu and Sindhi)

**Upcoming Activities**

- Roll out awareness sessions for 133 participants (80 men, 53 women) across targeted districts.
- Conduct two-day livelihood trainings for 133 women (KP: 67, Sindh: 33, Balochistan: 33).
- Provide enterprise support to 120 individuals (60 men, 60 women) to strengthen livelihood application and income pathways.



**Contextualization & Expansion of the Learn to Earn (L2E) Toolkit**



Across Pakistan

**Consultation Workshop**



**Upcoming Activities**

- Conduct 02 ToTs with a total of 30 participants.
- Deliver each ToT over 05 days as planned.
- Ensure 40% female inclusion in participant selection and participation.

### Operational Support Services for MNHN Project



**Location:** Nushki, Ziarat, Dera Ismail Khan, Shangla, Khanewal, Vehari, Hyderabad, Jamshoro, Badin, Bin Qasim, Sujawal, Gadap

**Deliverables Completed**

- Coordination & logistics
- Administrative support
- HR & Financial support

**Upcoming Activities**

- Continued logistics coordination
- Ongoing administrative support to district and provincial teams
- Continued HR coordination for staffing, deployment
- Continued financial support



### Event Management and Implementation Services under MMS Project



**Location:** Nationwide

**Deliverables Completed**

- Event planning and coordination
- Stakeholder engagement and facilitation support
- Logistics, venue management and execution

**Upcoming Activities**

- Continued logistics coordination
- Ongoing administrative support to district and provincial teams
- Continued HR coordination for staffing, deployment
- Continued financial support



## 05 Beyond the Office Walls

Culture, Community & Celebration

### Voices that Travel - Outreach, Airwaves & Awareness

#### Conversations That Matter: Podcast Series with FM 101 & Radio Pakistan

ECI initiated a five-episode podcast series titled "Karobaar" aimed at capacity building of the general public, with a focus on entrepreneurship, small business growth, and practical economic knowledge. The series was produced in collaboration with Radio Pakistan and FM 101, leveraging their wide outreach to engage diverse audiences across Pakistan.



Through expert discussions and practical insights, the Karobaar podcast series contributed to improving public understanding of business fundamentals, promoting entrepreneurial thinking, and making capacity-building content accessible to masses through trusted radio and digital platforms.



#### Awareness in Action: Campaigns That Reached Millions

In 2025, ECI successfully initiated and led four impactful nationwide campaigns aimed at awareness, behavior change, and community engagement

#### Media and Minds

Implemented with media professionals to strengthen informed messaging and responsible communication around key social themes.



**Abdul Qadeer**  
TV & Radio Anchor



**Dr. Afsheen Zeeshan**  
Media Analyst & Educationist



**Shahid Naseem**  
TV & Radio Anchor



**Ayesha Zahid**  
Media Professional

## Rewriting the Narrative

A youth and women focused campaign promoting positive stories and inclusive perspectives through community-led messaging.



**M. Azam Raza**  
Social Media Activist



**Kehkshan Jibran**  
Chief Strategy Officer



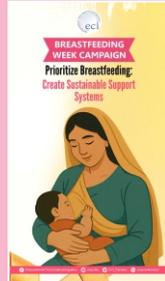
**Aasiya Nasir**  
EX- MNA



**Dr. Hajra Ahmad**  
Ex-Dean AIOU

## Breastfeeding Week

Conducted with doctors and nutritionists to promote breastfeeding awareness, practical guidance, and community-level behaviour change.



## Tree Plantation

Ran as a digital awareness campaign alongside an ECI-led plantation drive to encourage environmental responsibility and collective action.



## Visibility with Purpose: Branding & Presence Across Platforms

For ECI's media presence, Managing Director Saleem Jahangir was featured through initiatives led by FM 89.6 (ISPR) and FM 101, strengthening the organization's public visibility and outreach. The conversations revolved around social issues, youth empowerment and business opportunities for them.



## KASB: Compassion in Action

Through KASB, ECI supported communities by providing medical assistance to numerous people, helping small businesses get established, supporting education and delivering Ramadan ration to vulnerable households. The initiative also shared Eid gifts for children and extended special support to widows and orphans, including assistance for dowry-related needs, to help families during critical life moments.



## The ECI Spirit - Celebrations That Unite Us

### Annual Day 2024: A Day of Purpose & Appreciation



### Eid Milan Gathering



### Eid Milad-un-Nabi



### 14th August Independence Day



### Women's Day Celebrations



### Sindh Associates Meet-Up



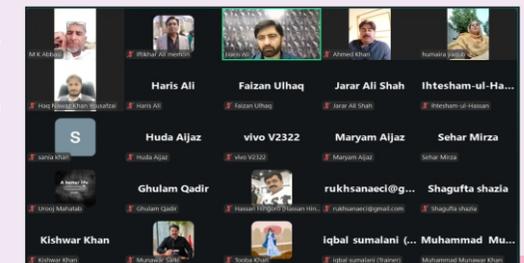
### Staff Trips, Bonding & Field Moments



### Growing Our People - Initiatives for Our Team

#### Associate Certification and Inclusion Journey

ECI launched the Certification & Inclusion Programme 2025–26 to strengthen quality standards across its associate network. Delivered in two batches, 56 associates registered and 44 qualified (22 male, 20 female). The programme-built future-ready facilitation through advanced training techniques, LMS integration, AI prompt engineering, and practical use of Zoom, Kobo, and Google Drive, supporting inclusive and technology-enabled delivery.



## The "3H" Growth Initiative: Habit - Health - Home

ECI launched the “3H Growth Initiative (Habit, Health & Home)” to strengthen staff wellbeing and workplace culture, based on findings from an internal staff survey. The initiative introduced flexible office timings, dedicated personal-care time (e.g., breakfast/refreshment), and 50% increase in health support, indoor wellbeing activities such as games, quizzes, and physical engagement sessions. It also promoted practical learning on savings, healthy habits, and work–life balance, reinforcing a supportive, people-centred work environment.

“Your habits today decide your success tomorrow”

“Good health begins with small, mindful choices”

“Strong homes create stronger communities”

## People Who Make It Happen — Employees of the Month 2025



AAMIR SOHAIL

January 2025



SHAHZAIB

February 2025



AAMIR SOHAIL

March 2025



SAIMA ZAMAN

April 2025



MUHAMMAD AFAQ

May 2025



M. TARIQ ZAIB

June 2025



TANIA ANNY

July 2025



SAIMA ZAMAN

August 2025



HARIS ALI DAR

September 2025



Kishwar Khan

October 2025



MUHAMMAD AFAQ

November 2025



IRFAN MUNIR

December 2025



## 06 Running with Dignity

### Under a Tree Began a Future

In Basti Abbas Pur, Tehsil Kabirwala, District Khanewal, a quiet story of commitment to girls' education began in April 2011. With no building, no boundary wall, and no external support, Professor Asghar Ali Adeem started Roshan Girls Primary School under the shade of a tree, where 22 girls came each day to learn.

What began modestly grew with purpose. A boundary wall was built in 2012, and two female teachers joined Roshan Girls Primary School. In 2013, a veranda was added, enrollment increased to 42 students, and classes expanded to Prep, Grade 1, and Grade 2. By 2014, classrooms and washrooms were constructed, and simple furniture was made using the very tree that once sheltered the students.

Over time, a playground was developed, plantation was carried out, and the school environment steadily improved, guided by values rather than resources. Every expense was borne by the founder, who donated his land, provided free education, uniforms, and books, and covered teachers' salaries and utility bills. Even after retirement, he continued supporting Roshan Girls Primary School through his pension, treating education as a lifelong responsibility.

Today, the school serves 170 students with the support of five dedicated teachers, offering quality education completely free of cost. One of the school's former students has recently secured admission at Fatima Jinnah Women University, reflecting how early access to education can shape long-term futures. Although the founder has passed away, his legacy lives on through his two sons, who are committed to carrying forward his vision. This is not a story of recognition, but of resolve. It quietly reminds us that lasting change does not always begin with resources but with one person's decision to act, with sincerity and dignity.



# 07 Beyond Today

Into the Next Chapter



## Service Delivery Priorities

### AI & Advanced Digital Skills for Development

Practical, donor-ready digital & AI solutions

### Climate Action & Livelihoods

Move from trainings to measurable climate resilience and income outcomes

### Women's Economic Empowerment through Systems

Shift from "training women" to connecting women to enterprise systems

### Evidence, Learning & Adaptive M&E

Strengthen learning-led programming, not just reporting



## Institutional Strengthening Priorities

01

### Quality, Compliance & Risk Management

Standards-driven delivery with stronger compliance and risk controls

02

### System Strengthening & Policy-Linked Programming

Interventions that influence systems, not only beneficiaries

03

### Knowledge & Thought Leadership

Position ECI as a knowledge voice, not only a contractor

04

### Business Development & Strategic Partnerships

Stronger pipeline, partnerships, and positioning